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ABSTRACT

This report charts progress made by women in public postsecondary Maryland institutions during the decade 1984-94. Data tables and text show: (1) a steady increase in the proportion of full-time faculty women, although men still hold most senior appointments; (2) that community colleges hired a greater percentage of women in 1993-94 than did four-year institutions; (3) an increase in the number of women faculty at four-year institutions in all discipline areas except business; (4) only a small salary gap between male and female community college faculty across all ranks and disciplines, but a continued and widening gap at four-year institutions; (5) an increasing percentage of women executives and managers; (6) little change in representation of women on institutional boards; (7) a significant increase in the total number of women enrolled on Maryland campuses; (8) second-year retention rates for women equaling or exceeding those of men at four-year institutions; (9) six-year graduation rates of women consistently exceeding those of men; (10) four-year graduation and transfer rates for women at community colleges increasing slightly; (11) women earning a majority of associate, Bachelor's and Master's degrees, although they trail men in the number of doctorate and first professional degrees; (12) women continuing to lag men in degree attainment in science. (CH)

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MARYLAND HIGHER EDUCATION COMMISSION

ED 404 969

THE STATUS OF WOMEN IN MARYLAND PUBLIC HIGHER EDUCATION 1984 - 1994

JANUARY, 1996

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The Status of Women in Maryland Public Higher Education 1984 - 1994

Introduction

Issues relating to the status of women in higher education have become increasingly prominent since the early 1970's. Like other states, Maryland is committed to ensuring the equitable participation of women in higher education. Maryland Higher Education Commission goals and policies call for the further development of statewide policies to: 1) recruit, promote, and retain women and minorities in faculty and staff positions; and 2) increase the number of graduate students, particularly in shortage areas and with emphasis on minorities and women.

This report summarizes the progress Maryland institutions have made with regard to the status of women in public postsecondary institutions between 1984 and 1994. The data are organized under the general categories of:

- faculty,
- administrators,
- board membership,
- student data.

Faculty

Increasing women representation in faculty positions is a goal of the Commission. In 1994, more than 5,800 women were employed as faculty at Maryland public colleges and universities compared to 8,700 males. Of the 5,800, 47 percent were employed as full-time faculty and 53 percent were part-time. The percentage of male full-time faculty was 56 percent.

There has been a steady increase in the proportion of women among full-time faculty on Maryland public campuses since 1986. During the past ten years, the number of female full-time faculty has increased 26 percent, compared to 9 percent for males. In 1994, women represented 36 percent of all full-time faculty. Nearly half (48%) of the full-time faculty at community colleges and almost one-third (32%) at four-year institutions were women. At the four-year public institutions, however, the percentage of women considered "core" faculty (those in tenure or tenure-track full-time positions) has in fact declined: of all women employed as full-time faculty in 1994, 64 percent were considered "core" faculty down from 73 percent in 1984.

Men still hold most of the senior full-time faculty appointments (professor and associate professor) at Maryland's public campuses. But women have made some progress in the past ten years, particularly at the community colleges. In 1994, 35 percent of professors and 51 percent

of associate professors at two-year institutions were women; compared to 29 percent of the professors and 39 percent of the associate professors in 1984. At the four-year institutions in 1994, 17 percent of the professors and 30 percent of the associate professors were women; it was 12 percent and 22 percent respectively in 1984.

Percent of Women Full-Time Faculty by Rank		
Rank	1984	1994
COMMUNITY COLLEGES		
Professor	28.7%	35.0%
Associate Professor	39.1%	50.8%
Assistant Professor	53.4%	62.2%
Instructor	57.8%	58.9%
Lecturer	82.8%	50.0%
FOUR-YEAR PUBLICS		
Professor	11.9%	16.7%
Associate Professor	22.0%	30.1%
Assistant Professor	38.3%	42.7%
Instructor	61.6%	60.9%
Lecturer	44.0%	52.0%

New Faculty Hires

Between 1993 and 1994, community colleges hired a greater percentage of women as new senior full-time faculty than the four-year public institutions. Of all new community college faculty hires, women represented 30 percent of the professors and 59 percent of the associate professors employed. Eighteen percent of the professors and 32 percent of the associate professors were women at the four-year institutions.

Percent of Women New Full-Time Faculty Hires 1993-1994	
Rank	Percent Women
COMMUNITY COLLEGES	
Professor	30.0%
Associate Professor	59.0%
Assistant Professor	55.4%
Instructor	65.2%
Lecturer	0.0%
FOUR-YEAR PUBLICS	
Professor	17.6%
Associate Professor	31.5%
Assistant Professor	45.7%
Instructor	66.3%
Lecturer	42.9%

Faculty by Discipline

To examine the progress of women faculty in certain disciplines, faculty have been grouped into the following categories:

- **Business** includes business and management, business and commerce technologies;
- **Humanities** includes the fine and applied arts, foreign languages, letters, and theology;
- **Professions** includes education, communications, health professions, home economics, law, library science, public affairs and services, medical technologies and public service technologies;
- **Science** includes biological and physical sciences, engineering, mathematics, computer science, agriculture, architecture, data processing, mechanical and engineering technologies, and natural science technologies; and,

- **Social Science** includes area studies, psychology, and other social sciences.

Between 1984 and 1994, the percentage of women increased in every discipline area except business at four-year public institutions. The representation of women faculty was highest in the professions and humanities.

At community colleges, women faculty exceeded men in the humanities and professions in 1994. In other disciplines, women comprised at least one-third of the faculty. At public four-year institutions, women full-time faculty represented less than one-half of all faculty in each discipline area. The percentage of women is greatest among faculty in the professions (49.5%) and least in science (18%) and business (19%).

Since 1984, the percentage of women full-time faculty has increased slightly in the sciences, where women have been traditionally under-represented. At community colleges, women represented 36 percent of all full-time science faculty in 1994, up from 29 percent in 1984. The percentage of women in full-time science faculty positions at the four-year institutions increased only 2 percentage points during the same period.

Percentage of Women Full-Time Faculty by Discipline		
Discipline	1984	1994
COMMUNITY COLLEGES		
Science	28.7%	35.7%
Professions	63.0%	69.5%
Humanities	47.7%	53.6%
Social Science	31.1%	36.4%
Business	32.4%	44.6%
FOUR-YEAR PUBLICS		
Science	15.8%	17.7%
Professions	46.9%	49.5%
Humanities	36.7%	44.5%
Social Science	22.5%	28.1%
Business	20.9%	19.0%

Faculty Salaries by Rank and Discipline

To examine women's progress in achieving parity with male faculty salaries, the faculty salary data was broken down by segment, faculty rank and general discipline area. The disciplines were grouped as follows:

- **Business** includes business and management, business and commerce technologies;
- **Humanities** includes the fine and applied arts, foreign languages, letters, and theology;
- **Professions** includes education, communications, health professions, home economics, law, library science, public affairs and services, medical technologies and public service technologies;
- **Science** includes biological and physical sciences, engineering, mathematics, computer science, agriculture, architecture, data processing, mechanical and engineering technologies, and natural science technologies; and,
- **Social Science** includes area studies, psychology, and other social sciences.

Community Colleges

Overall, the salary gap between male and female full-time community college professors, associate professors and assistant professors is not substantial. In most cases, the gap is less than $3,000. The salary of women professors and assistant professors in the social sciences exceeds that of men in 1994. The greatest progress in narrowing the gap was in the professions at both the professor and assistant professor ranks. In 1984, the difference between male and female professor salaries in the professional disciplines was $16,000. In 1994, that disparity had decreased to $5,000. At the rank of assistant professor, the difference between the genders was $25,000 in 1984. In 1994, the difference was just $300. Progress was also made in decreasing the gap at the assistant professor rank in the sciences. In 1984, the gap was $18,000 and in 1994 the gap was $3,000.

Four-Year Public Institutions

The average salaries of women full-time faculty trails those of men in comparable ranks and academic fields at the four-year public institutions and in most cases, the gap has widened over the past ten years. Salaries for female assistant professors identified as business faculty barely exceeded that of males and the gap decreased only for women assistant professors in science. In every other case, the salary gap grew between women and men. At the rank of professor, the gap exceeded $8,000 for the sciences, professions and social sciences in 1994.

Average Faculty Salary by Rank, Discipline and Segment

COMMUNITY COLLEGES

Professor

	Sciences		Professions		Humanities		Social Sciences		Business	
	1984	1994	1984	1994	1984	1994	1984	1994	1984	1994
Male	$35,430	$53,903	$51,458	$55,508	$34,982	$54,161	$35,584	$54,640	$34,233	$52,392
Female	$35,096	$50,630	$35,566	$50,665	$34,187	$51,835	$35,717	$54,871	-	$50,361
Difference	$334	$3,273	$15,892	$4,843	$795	$2,326	$-133	$-231	na	$2,031

Associate Professor

	Sciences		Professions		Humanities		Social Sciences		Business	
	1984	1994	1984	1994	1984	1994	1984	1994	1984	1994
Male	$42,275	$45,237	$44,988	$46,196	$30,805	$46,100	$29,920	$45,219	$29,999	$45,810
Female	$29,175	$42,731	$45,193	$43,921	$30,305	$44,318	$29,327	$43,856	-	-
Difference	$13,100	$2,506	$-205	$2,275	$500	$1,782	$593	$1,363	na	na

Assistant Professor

	Sciences		Professions		Humanities		Social Sciences		Business	
	1984	1994	1984	1994	1984	1994	1984	1994	1984	1994
Male	$41,177	$37,635	$47,982	$37,388	$26,206	$35,942	$27,052	$35,339	$55,619	$39,634
Female	$23,144	$34,415	$23,315	$37,110	$23,715	$35,236	-	$35,616	$23,932	$36,841
Difference	$18,033	$3,220	$24,667	$278	$2,491	$706	na	$-277	$31,687	$2,793

- Data not listed in these cases.

Note: Salary data for Allegany College was excluded for the professions in 1984 due to data errors.

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Average Faculty Salary by Rank, Discipline and Segment

FOUR-YEAR PUBLIC INSTITUTIONS

Professor

	Sciences		Professions		Humanities		Social Sciences		Business	
	1984	1994	1984	1994	1984	1994	1984	1994	1984	1994
Male	$47,393	$76,529	$48,185	$77,117	$40,878	$60,210	$43,053	$67,831	$43,844	$76,677
Female	-	$66,498	$41,794	$64,706	$39,218	$58,334	$41,670	$59,693	-	-
Difference	na	$10,031	$6,391	$12,411	$1,660	$1,876	$1,383	$8,138	na	na

Associate Professor

	Sciences		Professions		Humanities		Social Sciences		Business	
	1984	1994	1984	1994	1984	1994	1984	1994	1984	1994
Male	$35,709	$54,091	$38,166	$59,450	$30,709	$45,478	$31,589	$48,327	$33,897	$56,489
Female	$31,877	$50,064	$33,603	$52,435	$29,801	$44,164	$31,281	$47,892	-	$55,684
Difference	$3,832	$4,027	$4,563	$7,015	$908	$1,314	$308	$435	na	$805

Assistant Professor

	Sciences		Professions		Humanities		Social Sciences		Business	
	1984	1994	1984	1994	1984	1994	1984	1994	1984	1994
Male	$29,653	$44,890	$31,585	$46,941	$24,133	$37,432	$25,100	$39,822	$27,627	$51,832
Female	$27,064	$42,649	$27,538	$42,700	$23,264	$35,577	$24,322	$37,915	$28,259	$51,967
Difference	$2,589	$2,241	$4,047	$4,241	$869	$1,855	$778	$1,907	$-632	$-135

Data not listed in these cases.

Administrators

Forty percent of the full-time managerial and executive staff positions at Maryland public colleges and universities were held by women in 1994, compared to 32 percent in 1984. Most of the increases have come at the community colleges, where the percentage of women in managerial and executive jobs soared from 30 percent to 69 percent during the past ten years. In comparison, the percentage of women in these positions at the public four-year institutions rose just from 33 percent to 37 percent. The chart below lists the detail for each public institution.

The salaries of men in senior administrative positions at both two-and four-year institutions have exceeded those of women, and the gender difference has become more pronounced in the past 10 years. Male community college managers and executives earned an average of $63,248 in 1994, compared to $53,459 for women. At four-year public institutions, men earned $71,468 and women earned $56,197.

Percentage of Female Executives and Managers				
	1984		1994	
	N	%	N	%
COMMUNITY COLLEGES	107	30.2%	181	49.1%
FOUR-YEAR PUBLICS	297	33.1%	396	37.4%

Board Memberships

Little change has been seen in the percent of women appointed to the University of Maryland System Board of Regents, Morgan State University Board of Regents, St. Mary's Board of Trustees and Community College Boards. Between 1991 and 1994, female representation on community college boards remained the same at 34. Two more women joined the St. Mary's Board and representation on the UMS Board of Regents increased by one. Below is a chart listing individual institutional board memberships.

Representation of Womwn on Maryland Public Two- and Four-Year Institutional Boards - 1994			
	Total	N Female	% Female
All Community Colleges	122	34	27.9%
All Public Four-Year	48	11	22.9%
All Institutions	170	45	26.5%

Student Data

Enrollments

Women continue to outnumber men at Maryland campuses, comprising 58 percent (153,805) of all students enrolled in Fall, 1995. The proportion which women constitute of postsecondary enrollments in Maryland has steadily risen since the late 1970's. During the past 10 years, the increase in the number of women on Maryland campuses (19%) has been more than double that of men (8%). The percentage of new full-time freshmen who are women has remained steady at 54 percent in 1984 as well as 1994.

Enrollment of Women By Segment			
	1984	1994	Percent Change
COMMUNITY COLLEGES			
Female	59,202	68,607	16%
Male	40,373	42,835	6%
% Female	59.5%	61.6%	
FOUR YEAR PUBLICS			
Female	53,509	60,822	14%
Male	49,075	51,428	5%
% Female	52.2%	54.2%	
INDEPENDENTS			
Female	17,055	24,376	43%
Male	14,701	18,316	25%
% Female	53.7%	57.1%	
ALL CAMPUSES			
Female	129,766	153,805	19%
Male	104,149	112,579	8%
% Female	55.5%	57.7%	

Second Year Retention

Women have constantly led men in the percentage retained into their second year. Second year retention rates of women in the class of 1993 now equal or exceed that of men at each public four-year campus. Five years ago, male second year retention rates exceeded that of females at Bowie and St. Mary's. Second year retention rates for women increased from 80 percent to 81 percent between 1988 and 1993 while male retention rates decreased from 77 percent to 76 percent.

Second Year Retention Rates by Gender

	1988 Cohort		1993 Cohort	
	Male	Female	Male	Female
Bowie	77%	70%	56%	73%
Coppin	61%	68%	54%	74%
Frostburg	70%	77%	71%	71%
Salisbury	73%	79%	76%	81%
Towson	81%	86%	78%	82%
UMBC	74%	76%	80%	83%
UMCP	83%	87%	83%	87%
UMES	67%	67%	69%	75%
Morgan	71%	72%	71%	79%
St. Mary's	84%	78%	80%	94%
All Campuses	77%	80%	76%	81%

Six Year Graduation Rates

The six year graduation rates of women at public four-year campuses have consistently exceeded that of men. This has been true at all public four-year campuses. The gap between men and women in the class of 1988 was especially great at Bowie, Towson, UMCP, and Morgan.

Six Year Graduation Rate by Gender

	1983 Cohort		1988 Cohort	
	Male	Female	Male	Female
Bowie	17.0%	31.5%	27.1%	37.1%
Coppin	13.6%	14.0%	23.6%	25.4%
Frostburg	44.3%	51.3%	52.9%	62.4%
Salisbury	41.6%	53.6%	57.9%	67.6%
Towson	39.6%	53.1%	58.1%	71.0%
UMBC	46.7%	54.1%	52.8%	57.6%
UMCP	53.4%	63.0%	58.9%	70.5%
UMES	24.1%	30.9%	31.3%	38.9%
Morgan	17.4%	30.1%	29.6%	42.0%
St. Mary's	42.7%	65.5%	73.5%	80.8%
All Campuses	43.7%	51.9%	52.7%	62.2%

Four-Year Graduation and Transfer Rates

A similar but not as dramatic a pattern is also present for women attending community colleges. Overall, the four-year graduation and transfer rates for women has exceeded that of men in both the classes of 1985 and 1990. The percentage of women graduating and/or transferring increased slightly between the classes of 1985 and 1990 while those for men was flat.

Four-Year Transfer and/or Graduation Rate of New Full-Time Freshmen				
	1985 Cohort		1990 Cohort	
	Male	Female	Male	Female
Allegany	45.8%	61.8%	41.8%	50.0%
Anne Arundel	37.3%	46.3%	38.3%	48.2%
Baltimore City	18.4%	17.4%	25.2%	27.9%
Catonsville	33.7%	35.5%	34.9%	42.5%
Cecil	17.1%	34.0%	18.8%	23.3%
Charles	42.0%	56.9%	39.4%	49.5%
Chesapeake	34.8%	36.4%	28.0%	42.7%
Dundalk	25.0%	32.0%	34.4%	34.3%
Essex	29.1%	37.6%	31.6%	35.2%
Frederick	41.2%	42.4%	48.0%	46.0%
Garrett	50.0%	29.4%	33.3%	34.4%
Hagerstown	43.6%	52.3%	38.3%	46.5%
Harford	40.6%	47.0%	32.2%	45.0%
Howard	38.0%	34.9%	37.7%	40.0%
Montgomery	33.7%	37.5%	31.8%	36.8%
Prince George's	32.2%	36.0%	29.4%	29.8%
Wor-Wic	33.3%	53.3%	35.5%	52.0%
All Campuses	34.4%	38.9%	34.3%	39.6%

Degree Production

Women have earned a majority of the associate, bachelors and masters degrees awarded at Maryland public and private campuses in each of the past ten years. In 1994, 5,229 associates degrees (63%), 11,669 baccalaureates (56%), and 395 master's degrees (56%) were conferred on women. Overall, the number of degrees awarded to women increased 36 percent between 1984 and 1994 while men increased only 26 percent.

However, women have trailed men during the past ten years in the number of doctorates and first professional degrees earned. Women have closed the gap in the attainment of professional degrees. In 1994, 41 percent of the professional degrees went to women, compared to 32 percent in 1984. Women obtaining law degrees accounted for the largest increase in the number of first professional degrees. Even though the number of women receiving doctorates has increased 43 percent over the past ten years, the percentage of women receiving this degree has remained steady at 42 percent.

Degrees Awarded by Degree Level			
	1984	1994	Percent Change
Associate			
# Male	2756	3063	11%
# Female	4589	5229	14%
% Female	62.5%	63.1%	
Bachelor's			
# Male	7257	9051	25%
# Female	8591	11669	36%
% Female	54.2%	56.3%	
Masters			
# Male	2324	3622	56%
# Female	2559	4560	78%
% Female	52.4%	55.7%	
Doctorate			
# Male	380	539	42%
# Female	277	395	43%
% Female	42.2%	42.3%	
First Professional			
# Male	675	575	-15%
# Female	312	397	27%
% Female	31.6%	40.8%	

Enrollment in Underrepresented Disciplines

The Maryland Higher Education Commission has sought increases in the number of women and minorities who enter graduate work, especially in shortage areas. Women continue to significantly lag behind men in terms of degree attainment in the sciences. In 1984, women received 28 percent of all degrees in the sciences. In 1994, the percentage had increased slightly to 31 percent. Outside of the sciences however, women either lead in degree attainment or are close to leading.

Percentage of All Degrees by Discipline and Gender				
	1984		1994	
Discipline	Men	Women	Men	Women
Business	49.1%	50.9%	50.1%	49.9%
Humanities	39.7%	60.3%	40.8%	59.2%
Professions	22.6%	77.4%	22.7%	77.3%
Science	71.6%	28.4%	68.6%	31.4%
Social Science	48.2%	51.8%	45.8%	54.2%

Note: **Business** includes business and management, business and commerce technologies. **Humanities** includes the fine and applied arts, foreign languages letters, and theology. **Professions** includes education, health professions, home economics, law, library science, public affairs and services and medical technologies. **Science** includes biological and physical sciences, engineering, mathematics, computer science, agriculture and architecture. **Social Science** includes area studies, psychology, and other social sciences.